

# Cleveland Police and Unison Facility Time Agreement Policy Statement



<b>Policy Number</b>	232
<b>Policy Owner</b>	Head of HR
<b>Version</b>	1.0
<b>Last Review Date</b>	September 2011
<b>Next Review Date</b>	August 2013
<b>Date of SDG approval</b>	September 2011
<b>Protective Marking</b>	Not protectively marked

<b>This document has been assessed for:</b>	
Compliance with Legislation	<input checked="" type="checkbox"/>
Equality Impact Assessment	<input checked="" type="checkbox"/>
Freedom of Information issues	<input checked="" type="checkbox"/>
Human Rights compliance	<input checked="" type="checkbox"/>
Health and Safety	<input checked="" type="checkbox"/>
Risk Management	<input checked="" type="checkbox"/>

# **Facility Time Policy Statement**

## **1. Policy statement**

---

Trade Union representatives undertake a variety of roles in collective bargaining and in working with management, communicating with union members, liaising with their trade union, and in handling individual disciplinary and grievance matters on behalf of employees. There are positive benefits for the Force, employees, and for union members in encouraging the efficient performance of union representatives' work, for example in aiding the resolution of problems and conflicts at work. Employees who are union representatives of an independent trade union, recognised by the Force, are permitted reasonable time off during working hours to carry out certain trade union duties.